



DEPARTMENT OF THE ARMY  
OFFICE OF THE CHIEF ARMY RESERVE  
WASHINGTON DC 20310-2400

REPLY TO  
ATTENTION OF

DAAR-PEP (140)

28 APR 2000

MEMORANDUM FOR Commander, Army Reserve Personnel Command (AR-PERSCOM),  
ATTN: ARPC-AR, 1 Reserve Way, St. Louis, MO 63132-5200

SUBJECT: Guidance for Justification of Officer Extensions Beyond 20 Years Active Federal Service (AFS)

1. References:

- a. AR 135-18, 19 Jun 96, The Active Guard Reserve (AGR) Program, para 4-12.
- b. AR 140-30, 1 Sep 94, Active Duty in Support of the United States Army Reserve (USAR) and Active Guard Reserve (AGR) Management Program, para 9-8.
- c. DA Pam 600-3, 1 Oct 98, Commissioned Officer Development and Career Management.

2. The Chief, Army Reserve (CAR) will consider and approve requests for AFS extensions based on the needs of the Army. AFS extensions will be considered on a case-by-case basis.

3. Active Federal Service extensions will not be granted solely to fill vacancies, but as a tool to retain those skills most critical for mission requirements. Specific requirements will be determined by the CAR, based on the Career Management Decision Support Model, AR-PERSCOM Personnel Propensity Office (PPO) Analysis until the United States Army Reserve AGR Functional Review and Functional Area Assessment have been completed.

4. Requests for AFS extensions will be submitted on DA Form 4187 and sent through a General Officer chain of command to the Director, Full Time Support Management Directorate (FTSMD). Requests will include a written endorsement from the chain of command. A DA Form 4187 without a written endorsement will not be accepted. The Director, FTSMD will review all requests for extension beyond 20 years AFS based on the following policy guidance:

- a. Unless directed by the CAR, officers will not be given a permanent change of station move to fill shortages.

- b. The officer must have needed skills and experience in the assignment they will be extended for, if an extension is approved.


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- c. The requests must have a detailed justification and positive recommendation from the chain of command.
  - d. The officer's performance history must merit continuation on active duty. Analysis must indicate that the extension supports the AGR Personnel Life Cycle Career Model and DA Pam 600-3 (address branch and functional area shortages and availability).
  - e. The position for which the AFS extension is being sought must be an authorized position.
  - f. Consideration will be given to fill the position with an officer in the next lower grade who has the appropriate experience based on availability.
  - g. Impact on promotion opportunities for other officers must be minimal.
5. The Director, FTSMMD will evaluate the request for AFS extension in conjunction with PPO analysis to develop a recommendation for approval or disapproval. FTSMMD will continue to identify a backfill for the position without assuming that the incumbent will be extended.
6. Personnel Proponency Office will provide a detailed analysis of the AGR Force. Areas of consideration will include branch/functional area, operations, and branch immaterial positions.
7. Only those requests that clearly demonstrate a need will be favorably considered by the CAR. The needs of the service, chain of command recommendation, a determination whether the extension will block a promotion, and the performance history of the requesting soldier will weigh heavily in the decision process. Our goal is to manage the force based on mission requirements.
8. The Office of the Chief, Army Reserve responsible official for AGR Officer Policy is MAJ James McKeithan, at (703) 601-3508 or DSN 329-3508. Please contact him for more detailed information or assistance.

**FOR THE CHIEF, ARMY RESERVE:**

  
MARLIN T. GUILD  
Colonel, GS  
Chief, Personnel Division